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ABSTRACT

This pamphlet defines and discusses the family day home system. A family day home is a private home where six or fewer children under 14 years of age, including the day care giver's own children, are cared for during a part of the 24-hour day. Several family day homes under the auspices of one agency comprise a family day home system. Usually the system is administered by a child-placing agency. The family day home system is outlined in terms of agency staff structure, fiscal arrangements, and support social and health services. The selection and certification of family day homes is discussed as well as management procedures, the day home care givers, their training, the children, acceptance criteria, policy on absences and parent involvement. Incentives and limitations of the program are also discussed. The appendix contains facts and figures on eight Texas family day home systems. (MS)

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The Family Day Home System: What Is It? How Does It Work?

A Comparison of Eight Family Day Home Systems in Texas

PS 008940

Prepared by:
Texas Department of Community Affairs
Human Resources Branch
Early Childhood Development Division

September, 1976

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INTRODUCTION: WHAT IS A FAMILY DAY HOME SYSTEM?

Family day homes are a primary source of child care services in Texas. A survey commissioned in 1973 by the Texas Department of Community Affairs revealed that of the 412,500 preschool children in child care arrangements, 57 percent were in family day homes.

By definition, a family day home is a private home where six or fewer children under 14 years of age, including the day home care giver's own children, are cared for during a part of the 24-hour day. Similar to the traditional family model of child care, the family day home is especially attractive to parents with infants and toddlers, two or more children needing care, school-aged children, and children with emotional or physical problems. Because the day home care giver cares for six or fewer children, the children receive close supervision and personal attention. As a supplement to parental care, the family day home provides the child with a home situation in which to grow and develop.

Several family day homes under the auspices of one agency comprise a family day home system[1]. The family day home system is a relatively new concept in child care services. It combines some of the child caring features of individual family day homes with some of the administrative features of child care centers.

Usually, the system is administered by a child-placing agency.[2] The agency is linked to the individual day home by a written agreement or contract, and each day home operates as a small, independent business.

Ideally, a family day home system should encourage each day home care giver to provide high quality care for all children. The system should reach far beyond "baby-sitting" and provide:

1. Competent care and continuity in the child's growth and development.
2. Parenting education and support.
3. Economic potential for the parent.
4. Personal and career development for the day home mother.

[1]Definition by the State Department of Public Welfare, June, 1976.

[2]An agency licensed by the State Department of Public Welfare to certify (license) and supervise agency homes for the provision of child care and to make arrangements with parents for care of their children.

The Texas Department of Community Affairs, Early Childhood Development Division, has been working cooperatively with the State Department of Public Welfare's Child Development Program staff to promote the establishment of family day home systems throughout the state. The two agencies have developed a training curriculum for day home care givers and a procedures manual for administrative staff.

In addition, in 1976 the Department's Early Childhood Development Division interviewed eight Texas agencies with family day home systems.[3] The agencies were: Catholic Charities, Diocese of Fort Worth, Inc.; Child, Inc., Austin; Day Care Association of Metropolitan Dallas; Day Care Association of Fort Worth and Tarrant County; Neighborhood Centers-Day Care Association, Houston; Economic Opportunities Development Corporation, San Antonio; San Patricio County Committee on Youth Education and Job Opportunities, Sinton; and Waco Family Home Care Agency.

The findings from the interviews provide the material for this report. The eight family day home systems are compared in terms of administrative structure, the day homes themselves and the people they serve. This report offers useful information to persons interested in developing family day home systems in their own communities. Indeed, the report supplies evidence that family day home systems are a viable alternative to center-based child care, and that in some situations, family day home systems offer child care where there might be none otherwise.

[3]The eight existing systems were identified by the State Department of Public Welfare, January, 1976.

FAMILY DAY HOME SYSTEM ADMINISTRATION

I. Agency Staff Structure

Every agency choosing to operate a family day home system must have the staff capacity to administer such a program. All agencies interviewed have at least one administrator responsible for the overall coordination and supervision of the system, and additional supplementary staff responsible for the day-to-day working of the system.

A. General Staff Structure

Each agency has a day home coordinator responsible for managing the system and reporting to the agency's primary director. The agencies have individual home workers that visit the family day homes to provide training and technical assistance. Specialists in child development, health, parent involvement and nutrition are often available to serve the day home system. All agencies have a volunteer board consisting of lay and professional individuals whose purpose is to assist the day home personnel in the decision making process. Clerical staff generally serve all the components of the agency. The day home care giver, while not part of the administrative staff, per se, contracts with the agency as an independent business and has administrative responsibilities in the management of her own day home.

1. Person(s) Responsible for Screening/Placement of Children

In most systems, the home workers screen and place the children in appropriate day homes. Otherwise the day home coordinator assumes this responsibility.

2. Person(s) Responsible for Recruitment and Licensing of Homes

Seven of the systems have a Child-Placing License[4] issued by the State Department of Public Welfare. In these systems, the home worker usually conducts a certification study and the day home coordinator makes the final decision on certification of the home. In the system not having a Child-Placing License, licensing of family day homes is done by staff of the State Department of Public Welfare.

[4]A license issued by the State Department of Public Welfare to an agency, enabling the agency to certify (license) and supervise agency homes for the provision of child care and to make arrangements with parents for care of their children.

B. Fiscal Arrangement

In seven of the systems, the day home care giver is responsible for collecting parent fees and maintaining receipt ledgers. The agency is responsible for all other financial transactions and fiscal records.

The agency directly pays the day home care giver twice per month. The amount of the payment ranges from $15 per week/per child to $25 per week/per child. The average weekly payment per child is approximately $20.

Several agencies also reimburse the care giver for the following items:

(1) Food
(2) Liability insurance
(3) Children's consumable supplies

At this time, only one agency has been approached by the Department of Labor concerning minimum wage requirements. With this restriction, the agencies would be required to pay all day home care givers minimum wage and fringe benefits.

C. Reporting Responsibilities

Either the day home coordinator or the agency's other administrative personnel are responsible for maintaining the following records:

(1) Financial records for funding sources and other entities.
(2) State Department of Public Welfare reporting requirements.
(3) Parent agreements.
(4) Health and immunization records.
(5) Certification studies.
(6) Attendance records of children placed in care.

Additional records kept by several of the systems include:

(1) Case studies of day home care givers.
(2) Information on children's behavior and problems.
(3) Information on services and training provided to care givers, parents and children.
(4) Equipment loan data.

II. Support Services

In addition to arranging for child care in family day homes, the agencies also provide support services to the day home care givers, parents, and children. These services are a sizable portion of the total cost of the overall day home system and are usually considered when calculating the fee paid for child care. These support services are provided free of charge to the day home care giver.

A. Social Services

All agencies strive to place the children in the best environment for their needs, help in the adjustment process and deal with any problem between the child, parent and care giver. Referrals are made to community resources and appropriate agencies when necessary. Agency personnel also make regular visits to the day homes to assist the day home care giver in working with children and parents.

Several agencies also provide the following services:

(1) Assist families receiving payments in the Aid to Families with Dependent Children (AFDC) program to obtain social services through the State Department of Public Welfare.
(2) Transfer children from day homes to day care centers when necessary.

B. Health Services

Each of the agencies provide varying degrees of health services to children in their care. Services provided by the agencies include the following:

(1) Immunizations as required by law.
(2) Complete physical examinations.
(3) Dental examinations.

Several agencies provide additional health services that include:

(1) Dental treatment.
(2) Developmental screening.
(3) Language and speech screening.

In five systems, when the parents or day home care giver is unable to provide transportation, it is provided by the agency.

Only two agencies are presently using the United States Department of Agriculture (U.S.D.A.) food reimbursement[5]. Four of the agencies are currently evaluating the U.S.D.A. program before deciding to apply for funds. One agency is awaiting notification.[6]

Several of the agencies require menu plans from their day home care givers in an effort to monitor the nutritional value of the food provided in the day home.

[5]Catholic Charities, Diocese of Fort Worth, Inc.
Economic Opportunities Development Corporation
San Antonio, Texas

[6]Child, Incorporated
Austin, Texas

FAMILY DAY HOMES

I. Selection and Certification

Since many children spend more of their waking hours in a family day home than in their own home, the assurance of quality day homes is essential. The day home should provide for not only the safety and physical welfare of the child, but also the emotional and educational environment necessary for growth.

A. Recruitment Process

The agencies with family day home systems find that word-of-mouth referrals are the best recruitment method for locating prospective quality day homes. The agencies also use the following methods in recruiting day home operators:

(1) Newspaper advertisements
(2) PTA meetings
(3) Church group announcements
(4) Civic group announcements

B. Selection Process

After potential day homes have been recruited, each agency must decide which homes will provide the best quality care for the children. The typical selection process is as follows:

(1) First visit: An initial screening is made of the potential day home.
(2) Second visit: An application is given to the prospective day home care giver.
(3) Third visit: Application is returned to the agency and given to the day home coordinator for review.
(4) Fourth visit: Agency personnel discuss further training and administrative procedures with the prospective day home care giver.

C. Certification Criteria

Family day homes operating in the systems must meet state licensing standards, as well as federal requirements when federal funds are involved. Seven of the systems have a Child-Placing License which enables them to certify their own homes. Primary considerations of the agencies during the certification study include:

(1) Amount of structural renovation necessary for the home to meet standards, including fences, electrical wiring, window screens, etc.
(2) Proximity of homes to bus lines.
(3) Location of homes in relation to children needing care.

D. Certification Process

Each agency must do a study of the prospective day home before it can be certified. The procedure for a typical certification study is as follows:

(1) Agency staff evaluate the space, cleanliness and safety conditions maintained by the prospective day home against the required standards.
(2) In the home, agency staff interview the prospective care giver and her family.
(3) A determination is made of the day home care giver's ability to care for children.
(4) The local fire department and health officials conduct a routine inspection.
(5) Agency staff contact references provided by the day home care giver.

Two of the agencies assist the day home care givers in meeting licensing standards by reserving money for structural renovations within the home. In addition, all agencies assist the day home family in obtaining the necessary health examinations and immunizations.

II. Management Procedures

Each of the systems has standard hours of day home operation and established procedures for situations when children are taken outside the day home. Such procedures assure that the agencies are informed of the whereabouts of the children at all times.

A. Day Home Schedule of Operation

All of the homes in the systems operate on a five-day week. On the average, homes are open from 7:00 a.m. until 6:00 p.m. At the present time, three systems provide authorized night care.

B. Child Emergency Procedures

In most instances, when a child has a medical emergency, the day home care giver first notifies the agency. It is then the agency's responsibility to notify the parent and assist the parent in any way possible. If the parent cannot be located, the day home care giver usually notifies the doctor listed on the child's medical card, and takes the child directly to the medical facility. Four of the agencies provide transportation for the child in such emergency situations.

Each agency has a medical liability release. The day home care giver is required to submit a report form to the agency giving complete details on any accident occurring while the child is in her care.

C. Field Trips

There are differing attitudes about field trips for the day home children. Some agencies discourage field trips, others encourage field trips, and still other agencies allow the day home care givers to make their own decisions.

Two of the agencies provide transportation for field trips. Otherwise, the day home care giver must inform the agency whenever the children are taken outside the day home.

III. Day Home Care Givers

In any family day home system, the day home care giver is the person directly responsible for the care and well-being of the children in the program. In addition to providing home care for children in the program, the care giver has additional responsibilities. She must maintain her own home and care for the members of her own family. As part of a family day home system, she has business responsibilities to herself and to the system. And, as a day home care giver, she must also be able to communicate effectively with the parents of children in care.

A. Reporting Responsibilities

In seven of the systems, the day home care giver collects the parent fees and maintains receipts. Each care giver also keeps a record of daily attendance. In case of accidents, care givers submit accident forms. In several of the systems, care givers are required to submit menu plans on a regular basis.

The agencies require the day home care giver to keep medical records on the children in care, submit emergency information cards, and record all medications given at the day home.

Six of the agencies provide written training material for the care giver. The usual information included in the training material includes the following:

(1) Responsibilities of the day home care giver.
(2) Basic child development theory and practice.
(3) Policies and procedures.

All agencies consider the day home care giver as "self-employed," and she is responsible for her own income tax reporting. A few agencies do give the care giver some assistance concerning allowable business expenses for reporting to the Internal Revenue Service.

B. Turnover

Few of the agencies have experienced excessive turnover among day home care givers. However, when a care giver does leave the system, every attempt is made to place the children in another day home as soon as possible.

C. Vacation

Most of the agencies recognize only Labor Day, Thanksgiving, Christmas, New Year's Day and Independence Day as authorized holidays. Two of the agencies permit the care givers more time at Christmas and recognize

other traditional holidays. If the day home care giver decides to take an extended vacation, either the parents make other arrangements or the agency assists the parents in placing the child elsewhere, temporarily.

D. Illness-Emergency Procedures

Most agencies encourage the day home care giver to have a substitute available to come to her home and care for the children when she is sick or has a personal emergency. If the care giver does not have a substitute and the parents cannot make other arrangements, the agency will usually place children in other day homes on a temporary basis.

E. Characteristics of Day Home Care Giver

The day home care givers range in age from twenty-one to seventy. They come from a wide range of economic and social backgrounds. The typical care giver in the systems interviewed is low-income, middle-aged and female with a high school education.

Although quality day home care givers have diverse ethnic, social and cultural backgrounds, there are distinct similarities. Primary factors determining quality care given by the day home care giver include the following:

(1) Realization that the monetary rewards are limited.
(2) Positive attitude toward children.
(3) Experience with children.
(4) Clear understanding of children's needs.
(5) Willingness to participate in training.
(6) Good image of self and family.

IV. Training for Day Home Care Givers

Each of the agencies with family day home systems provides some degree of training to the day home care givers. Through training, the day home care giver is given an opportunity for personal and career development and the children benefit from the quality care provided.

A. Pre-Service Orientation

All of the agencies have some type of mandatory pre-service orientation for the day home care givers before children are ever placed in the day home. Three of the agencies prefer formal group sessions, while the other agencies use an informal approach between a staff member and the potential care giver. The following topics are usually discussed at this time.

(1) Agency policies and procedures.
(2) Responsibilities of child care.
(3) Nutrition.
(4) First aid.
(5) Developmental patterns of children.
(6) Planning and scheduling of activities.

Most of the agencies utilize a lecture and activity format for orientation. For this reason, orientation training is usually held in two or more of the following locations:

(1) Agency office building.
(2) New day home care giver's residence.
(3) Established family day home.
(4) Day care center.

B. In-Service Training

Seven of the agencies schedule formal in-service training either monthly or bimonthly on Saturdays or week nights. A few provide transportation and reimbursement to the care givers for attendance. The location of the training is much the same as in pre-service orientation.

All agencies consider the needs of their day home care givers when organizing training curriculum. Outside resource people and agency personnel discuss child development, safety precautions, and administrative programs and policies.

In addition to the formal training, all agencies provide informal training to the care givers during the regularly scheduled home visits.

C. Supplies

Equipment, toys and craft materials are frequently furnished by the agency. Equipment such as fire extinguishers, cribs and cots, a variety of toys, and craft materials such as crayons, paints, paper, scissors and brushes are provided either on a rotating or a permanent loan basis, at no charge. With these supplies, the care giver is better equipped to serve children in her home.

FAMILY DAY HOME CLIENTS

I. Children

Each of the agencies with family day home systems is working toward supplying high quality care to the children with the greatest need for this type of child care arrangement. In general, the children served are children that might otherwise be without any type of supervisory care.

A. Acceptance Criteria

Most of the systems care for preschool children six weeks of age to six years of age. Several systems provide after school care for children under fourteen years of age. The agencies find the greatest need for home care is for children under three years of age.

Because of the Title XX funding requirements, most of the children in the systems are AFDC recipients or Title XX income eligible.

Children with emotional and mental problems and limited birth defects are accepted into several systems because of the home environment and the low child-staff ratio.

B. Policy on Absences

If a child is absent from the day home but has a medical excuse, the agencies reserve the child's space in the home. Unless there are special circumstances, if the child's parent has not notified either the day home care giver or agency within one or two weeks concerning the child's absence, the child is automatically dropped from the day home enrollment.

C. Turnover

Generally, the child turnover in the day homes is manageable, averaging approximately 15% or less annually.

Reasons usually given for children leaving the day homes include the following:

(1) Child enters a day care center.
(2) Family mobility.
(3) Parent chooses to stay at home with child.
(4) Transportation difficulties.
(5) Parent dissatisfaction with child care in the day home setting.
(6) Increase in parent salaries, resulting in a loss of Title XX eligibility.

II. Parents[7]

Each of the agencies with family day home systems works toward involving the parents in the day home program. A family day home system with active participation between the parents, day home care givers and agency personnel is better equipped to meet the needs of the children enrolled.

A. Parent Involvement

Two of the agencies inform parents of current events and helpful hints through monthly newsletters. Monthly meetings are held in two of the systems. These meetings provide parents an opportunity to discuss their children's progress and to listen to guest speakers discuss relevant issues. All of the systems have parent groups serve in an advisory capacity to the operation of the overall system.

B. Parent/Agency Relations

Several of the agencies express satisfaction with the participation and interest shown by the parents. Other agencies consider the relationship with parents as needing improvement. Reasons most often given for inadequate parent/agency relations are as follows:

(1) Apathy among parents regarding policies and procedures.
(2) Agency difficulty in collecting parent fees.
(3) Unexcused child absenteeism.

C. Parent/Care Giver Relations

Most of the agencies consider the relationship between the parents and day home care givers as good. Among the problems identified, the following were cited most often:

(1) Parent/care giver differences on child rearing practices.
(2) Parents' fear of losing child's affection to the day home care giver.
(3) Parents' disregard for day home operating hours.
(4) Failure of parents to bring an adequate amount of diapers, clothes, etc., to the day home.

[7]Since no interviews were held with parents of children in the systems, the ideas presented are those of the day home care givers and agency personnel.

SUMMARY: INCENTIVES AND LIMITATIONS

Overall, the agencies interviewed consider their day home systems successful in providing quality care to the children enrolled. Despite certain constraints, agency personnel, day home care givers and parents have found that this particular kind of program is well-suited to meet child care needs.

A. Incentives for a Family Day Home System

From the day home care givers' point of view, the primary incentives for participating in a family day home system include the following:

(1) Flexibility of working at home.
(2) Ability to care for one's own family while being employed.
(3) Added family income.
(4) Professional training at no extra charge.

From the agencies' point of view, the primary incentives for operating a family day home system consist of the following:

(1) An overall, organizational structure is available for licensing, supervising and training day home care givers to insure that quality care is provided.
(2) Equipment and toys may be rotated to serve a large group of children.
(3) A family day home system is easily integrated into an agency's existing center-based operation, in that staff, equipment and facilities can be shared.

From the point of view of the parents and children in the program, the primary incentives for participating in a family day home system are as follows:

(1) Accessibility of child care in close proximity to the home or business.
(2) Individualized attention and activities given to children in a home setting.
(3) Availability of child care for children under three years of age.
(4) Acceptance of some children with handicaps, birth defects and emotional problems.
(5) Flexibility of day home operating hours.

B. Limitations of a Family Day Home System

From the day home care givers' point of view, the primary limitations of participating in a family day home system are as follows:

(1) The amount of income is regulated by the day home system.
(2) Income tax reporting is the responsibility of the care givers.
(3) The number of children a care giver can accept for care is regulated by the system.
(4) The care giver must keep records for the administering agency.
(5) Training is often held at night and on weekends.

(6) Care for a child cannot be discontinued without consulting agency personnel.
(7) The care giver is confined to her home much of the time, having limited contact with the adult world.

From the agencies' point of view, the primary limitations of operating a family day home system are as follows:

(1) With a large number of care givers, each caring for a small number of children, monitoring the quality of child care is difficult.
(2) Organizing and transporting day home care givers for training, field trips, and handling emergency situations is often difficult.
(3) A large amount of staff time is spent in travel to the family day homes.
(4) A large amount of administrative paper work is required.
(5) Financing the day home system on an ongoing basis requires a continuing search for funding sources.
(6) Involving parents, care givers and the rest of the community in the activities and concerns of the system is often difficult, requiring continous planning and initiative.

From the point of view of the parents and children in the program, the primary limitations of participating in a family day home system are as follows:

(1) There are a limited number of different, individual day homes from which to choose.
(2) Because of the wide age range and small number of children in each home, there are not as many opportunities for peer group experiences as in a center.
(3) If there is no day home in the area, transportation must be arranged.

There is another point of view which must be considered in the establishment and support of family day home systems -- the community's. A community has much to gain from a successful family day home system:

(1) Supervised care for young children who are often not accepted into a day care center.
(2) Increased awareness in the community of effective child development practices.
(3) Decrease in child abuse and neglect due to availability of adequate day care.
(4) Creation of jobs within the community for day home care givers and administrative personnel within the day home system.
(5) Greater opportunity for parents with preschool and school aged children to seek employment, especially in rural areas which cannot support a day care center.

APPENDICES

I. Eight Texas Family Day Home Systems: Addresses and Directors

1. Catholic Charities, Diocese of Fort Worth, Inc.
   1404 Hemphill
   Fort Worth, Texas 76104
   (Mr. Clement Constantine, Director; 817/921-5381)

2. Child, Incorporated
   818 East 53rd Street
   Austin, Texas 78751
   (Mr. Jim Strickland, Director; 512/451-7361)

3. Day Care Association of Metropolitan Dallas
   3107 Routh
   Dallas, Texas 75201
   (Ms. Madeline Mandell, Director; 214/747-4206)

4. Day Care Association of Fort Worth and Tarrant County
   2807 Race Street
   Fort Worth, Texas 76111
   (Mr. John Widner, Director; 817/831-0374)

5. Neighborhood Centers--Day Care Association
   5005 Fannin
   Houston, Texas 77006
   (Mr. Malcolm Host, Director; 713/524-2944)

6. Economic Opportunities Development Corporation
   Post Office Box 9326
   San Antonio, Texas 78204
   (Ms. Blanche Russ, Director; 512/226-6232)

7. San Patricio County Committee on Youth Education and Job Opportunities
   624 Avenue B
   Sinton, Texas 78387
   (Ms. Carol Ashbaugh, Director; 512/364-4155)

8. Waco Family Home Care Agency
   1524 Washington Avenue
   Waco, Texas 76702
   (Ms. Norma Podet, Director; 817/753-0173)

II. EIGHT TEXAS FAMILY DAY HOME SYSTEMS: FACTS AND FIGURES

System	Operating Budget	Number of Homes	Number of Children	Funding Sources
1. Catholic Charities Diocese, Inc. Fort Worth, Texas	$ 179,000	39	125	1. Title XX 2. Catholic Charities
2. Child, Incorporated Austin, Texas	$ 110,000	20	77	1. Title XX 2. City of Austin through the Human Development Office
3. Day Care Association of Metropolitan Dallas Dallas, Texas	$ 76,000	16	48	1. Title XX 2. United Way 3. Small gifts from private contributors
4. Day Care Association of Fort Worth and Tarrant County Fort Worth, Texas	$ 60,000	18	65	1. Title XX 2. United Way
5. Neighborhood Centers--Day Care Association Houston, Texas	$1,522,600	175	750	1. Title XX 2. United Way
6. Economic Opportunities Development Corporation San Antonio, Texas	$ 230,000	40	100	1. Title XX 2. City of San Antonio
7. San Patricio County Committee on Youth Education and Job Opportunities Sinton, Texas	$ 130,000	30	90	1. Title XX 2. ECDD Contract 3. Sinton Urban Renewal Contract
8. Waco Family Home Care Agency Waco, Texas	$ 235,000	61	178	1. Title XX 2. HUD Funds

III. FAMILY DAY HOME SYSTEMS: A COMPARISON OF SERVICES

PROVIDER	BENEFICIARIES			
Agency	**Day Home Care Giver**	**Children**	**Parents**	**Community**
	1. Steady income 2. Professional training 3. Understanding and assistance 4. Equipment and toys 5. Reimbursement or commodities for children's food 6. Liability insurance 7. Consumable supplies for children 8. Paid holidays and some vacation 9. Liaison in difficulties or misunderstandings with parents	1. Social services 2. Health services 3. Emergency transportation	1. Social services 2. Monthly newsletters 3. Regular meetings 4. Liaison in difficulties or misunderstandings with day home care givers	1. Increased awareness of child development 2. Possibility of new job openings
Day Home Care Giver	**Agency**	**Children**	**Parents**	**Community**
	1. Receipt ledgers 2. Parent fees collected 3. Information on children and parents served	1. Child care in proximity to home 2. Individualized attention and activities in a home setting 3. Field trips 4. Nutritious meals 5. Environment with social interaction among children of various age groups, races & economic levels	1. Flexible day care operating hours 2. Freedom to seek employment or training 3. Assistance in understanding and coordinating child rearing practices 4. Reliable, safe and healthy child care	1. Care to children of the area 2. Revenue generated by increased employment

PROVIDER	BENEFICIARIES			
Community	Agency	Children	Parents	Day Home Care Giver
	1. Resources for recruitment 2. Moral and monetary support 3. Volunteers 4. Available social services	1. Activities for field trips 2. Feelings of acceptance and importance	1. Recognition of need for child care services	1. Public facilities and resources 2. Recognition and acknowledgement of good performance